



Respectful Workplace

Statement of Commitment

The City of Winnipeg recognizes its responsibility to build and maintain a respectful workplace where all employees enjoy an environment free of behaviours such as unlawful discrimination, harassment, rumours that damage a person's reputation disruptive workplace conflict, and disrespectful behaviour in the workplace.

It has been clearly stated by the Canadian and Manitoba Courts that an employer has a responsibility to provide a safe and healthy work environment, free from harassment and discrimination. Harassment based on race, national or ethnic origin, colour, religion, age, sex including pregnancy, gender identity, marital status, family status, physical or mental disability, sexual orientation and/or social status is prohibited.

The City's Human Resource Strategic Plan, approved by Council in July 2001, clearly articulates the requirement for a "positive, respectful, safe and healthy work environment" to support "the physical, psychological and social well-being of employees".

The City recognizes that disruptive workplace conflicts and disrespectful behaviour can jeopardize an individual's dignity and well-being and/or undermine work relationships and productivity. The City commits to providing a workplace built upon the principle of fair and respectful treatment in order to minimize these conflicts.

The principle of fair and respectful treatment is a fundamental one that the City commits to upholding for all employees and the public they serve. All City of Winnipeg employees have a responsibility to set an example through respecting the dignity and human rights of fellow employees, councillors and the public.

Administrative procedures guide the organization in dealing with behaviours such as: discrimination, harassment, rumours that damage a person's reputation, disruptive workplace conflict, and disrespectful behaviour in the workplace.

